

THE PROGRAM

Organisational Climate Analyzer iTool

The **Organisational Climate Analyzer iTool** is a complete Organizational Development Survey; it *anonymously* examines employee perceptions and perspectives regarding the quality of their organisation's work climate and can assist in identifying opportunities for workplace improvements.

The different criteria which would be used in the survey are as follows:

NEED - Need refers to perceptions of employees with regards to:

1. Meeting basic financial needs.
2. Fairness of remuneration package.
3. Meeting basic emotional needs.

WANT - Want refers to perceptions of employees with regards to:

1. Acceptance within the organization.
2. Being respected as an individual in the organization.
3. The organization's ability to provide feedback and recognition for work performed.

ENVIRONMENT - Environment refers to perceptions of employees with regards to:

1. Impact of the physical environment in which they operate.
2. Provision of correct tools/equipment/resources for the effective performance of their tasks.
3. Personal environment away from the organization and its impact on work.
4. Leadership's ability to provide vision, direction and feedback.
5. Team's awareness of the organizational vision and their role in relation to the vision and strategy.

JOB-FIT - Job Fit refers to perceptions of employees with regards to:

1. Suitability of jobs to individual thinking and reasoning styles (Can they do the job?)
2. Suitability of jobs to natural behaviors (How will they do the job?)
3. Suitability of jobs to occupational interests (Do they want to do the job?)
4. Skills Match for their job (Do they have the necessary skills to do the job?)

ROLE CLARITY - Role Clarity refers to perceptions of employees with regards to:

1. Understanding of their role personally within the organization and what is expected of them.
2. Understanding the value of their contribution within the organization.

VALUES - Values refers to perceptions of employees with regards to:

1. Alignment of their personal values to that of the organization.